

**Department of Personnel Administration  
Memorandum**

**TO: Personnel Management Liaisons (PML)**

<b>SUBJECT:</b> Decertification Petition - Bargaining Unit 19	<b>REFERENCE NUMBER:</b> 2005-054
<b>DATE ISSUED:</b> 12/06/05	<b>SUPERSEDES:</b>

This memorandum should be forwarded to:

**Labor Relations Officers  
Personnel Officers  
Human Resources Managers  
State Office / Facility Managers**

**FROM:** Department of Personnel Administration  
Labor Relations Division

**CONTACT:** Kristine Rodrigues, Labor Relations Officer  
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On November 29, 2005, United Health and Social Service Professionals filed a petition with the Public Employment Relations Board (PERB) to decertify the American Federation of State, County, and Municipal Employees (AFSCME) as the exclusive representative of Bargaining Unit 19 (Health and Social Services/Professionals).

All departments are required to follow certain procedures as prescribed by PERB. Part of the decertification process includes the posting of the two documents identified below in any worksite employing Unit 19 employees. ***Please follow these instructions carefully.***

**What to Post:**

Attachment A contains the two documents, which must be posted immediately.

*Decertification Petition  
Notice of Decertification Petition*

Each document must remain posted for at least **20 calendar days**. Prior to posting the *Notice of Decertification Petition*, you must fill in the date fields for "Date notice was posted" and "This notice must remain posted until." (For example, if the notice is posted December 10, it must remain posted until December 30.)

**Where to Post:**

The documents must be posted conspicuously on all employee bulletin boards in each facility where Bargaining Unit 19 employees work.

**Strict Neutrality Required**

Please remind your department's managers, supervisors, confidential or other excluded employees of their responsibility to uphold the State's position of strict neutrality during a decertification campaign. This includes making any statements or otherwise expressing favoritism or bias toward either of the organizations involved in the decertification action. It would be an unfair labor practice for a representative of State management to indicate support or bias toward either AFSCME or the United Health and Social Service Professionals.

Please contact Kristine Rodrigues at the number or email listed above if you have further questions.

/s/Dave Gilb

Dave Gilb  
Chief of Labor Relations